

Office Memorandum • UNITED STATES GOVERNMENT

TO : General Counsel

DATE: NOV 3 1952

FROM : Assistant Director (Personnel)

SUBJECT: Proposed Legislation on Supervisory Selection

1. This office has reviewed S. 3493, a Bill to provide for greater economy in the use of manpower, money, and materials by the development of more effective methods for selecting supervisory personnel in the government service.

2. The Federal Personnel Council has studied this proposal and made the following recommendations:

"a. That the Council endorse strongly the objectives and general criteria set forth in S. 3493, but that the purposes of the bill be achieved through leadership and regulation by the Civil Service Commission, rather than by statute. This would avoid the compounding of legislation upon legislation governing personnel administration and allow for greater administrative flexibility to deal with future developments in the field of supervisory selection.

"b. That the Council request the Civil Service Commission to explore whether it has adequate authority to fulfill the purposes of S. 3493.

"c. That, if necessary, the Commission seek such authority by amendment to the Civil Service Act.

"d. That, upon assurance of such authority, the Commission seek adequate funds and staff to carry out its responsibilities for leadership to improve supervisory selection along the lines contemplated in S. 3493."

3. Undoubtedly, there is a great need for improvement of supervisory techniques approached through training of current supervisory personnel and careful consideration in filling supervisory positions in the future. It is, however, doubtful that these goals would necessarily be obtained within the pattern suggested. It is possible that congressional sponsorship of such a program might be the needed stimulus. However, it is not, in our opinion, desirable that such programs be as inflexible as specific legislation might require.

4. It is recommended that this Agency assume the position of the Federal Personnel Council set forth above but that additional statutory authority required be obtained for the Agency as well as for the Civil Service Commission. Any revised proposals in this direction should be reviewed in these terms.



W. H. H. MORRIS, JR.

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